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**UNISON BLACK MEMBERS
EQUALITY**

UNISON
the public service union

DEFINING BLACK



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In UNISON, ‘**Black**’ – with a capital B – is used to indicate people with a shared history. ‘Black’ is used in a broad political and inclusive sense to describe people in the UK who have suffered from colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today’s society.



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Black groups as a minority.

Since the '70s the term 'Black' has been used in anti-racist campaigning in recognition of the common struggle against racism and under-representation.

Language changes and evolves but terminology is always

The terms 'minority ethnic' and 'ethnic minority' are in widespread official use. But these terms have negative connotations of being marginal or less important. In many neighbourhoods, towns and cities in the UK it is statistically inaccurate or misleading to describe



Danny Fitzpatrick/dfp photography

important in terms of intention and direction. Using 'Black' is about creating unity in the fight against deep-rooted racism that sees Black people disadvantaged in housing, education, employment and the criminal justice and health systems.